



HUMAN TECHNOLOGIES

The Power of People with Purpose

ANNUAL REPORT 2013

A MESSAGE FROM THE PRESIDENT



Rick Sebastian giving the Keynote Address at the 2013 Workability International Annual Conference in Queensland, Australia.

As I reflect on 2013 I am keenly aware of the Power of our People. We believe that each of us makes an impact and that the work we do at Human Technologies transforms communities. These beliefs are at the core of who we are and makes us uniquely Human Technologies—a transformative, innovative and power-filled Social Enterprise creating employment for people with disabilities.

2013 was filled with significant job creation and top and bottom line growth, increased success and satisfaction for our employees and customers and we continued to position ourselves and our employees for a self sustaining future.

We have expanded our business services reach to western New York and have expanded opportunities in the Southern Tier. We have entered a new Document Management line of business and are proud to partner with Virginia Beach-based, DOMA Technologies. We are projecting that this new business will create an additional 18-25 jobs in its first year.

2013 was a very challenging year for our sewing business, yet our Logistics and Manufacturing business enterprises soared! When we consider our pathway into a self sustaining model,

we realize we must engage in an economic development conversation. This view changes us from being a provider of service or an employer to being at the heart of job creation and economic empowerment.

We are increasingly aware that our model creates pathways out of poverty for our employees and provides for them greater ability to fully participate in their communities. We have been at the forefront of the nationwide Employment First dialogue and believe that a job is indeed the best treatment plan!

In this annual report, you will read stories about the **Power of People with Purpose**. This Purpose concept has been taken from the work of Aaron Hurst who has termed a phrase for an emerging social impact economy called the Purpose Economy. Who we are, what we believe and how we do what we do as a Social Enterprise positions us quite well to have a powerful and relevant role in the Purpose Economy.

I thank all of our Human Technologies employees and stakeholders and look forward to sharing a vibrant future with you!

Rick Sebastian, President

HUMAN TECHNOLOGIES

The Power of People with Purpose

A NEW LOOK. A POWERFUL MESSAGE.

We all have a purpose and we each make an impact.

Our exceptional employees are individuals with disabilities who provide valued customers with quality products and extraordinary service.

At the same time, social purpose is inherent in our operations. Our organizational culture is aimed at changing the perception of people with disabilities. Our employees are active participants in their communities—dispelling the notion that having a disability does not correlate with talent, drive, and excellence. Human Technologies is a catalyst for transforming the disability system so that individuals with barriers to employment have the opportunity to work and to achieve their fullest potential.

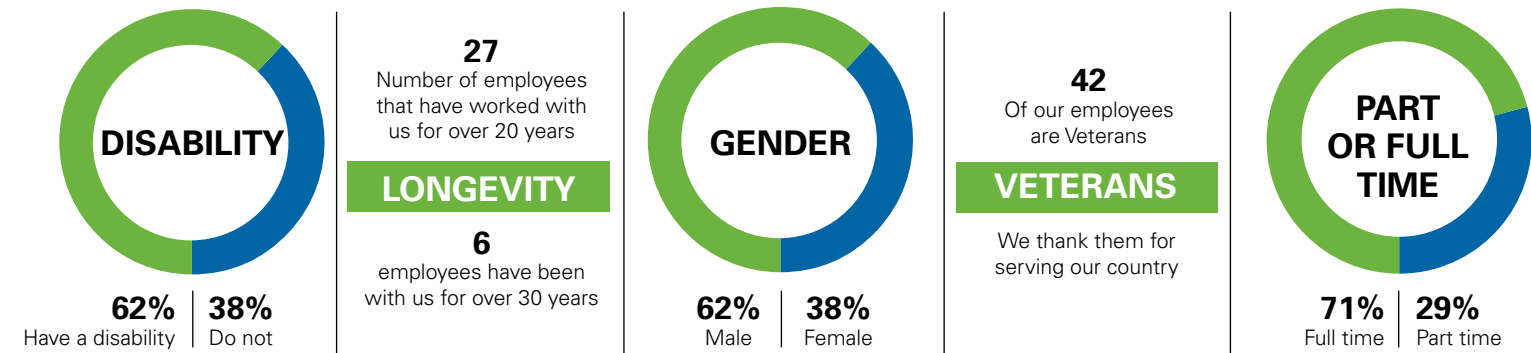
And we are just getting started.

We introduce you to our new look.

This facelift is a reflection of the balance between our business capabilities and forward-thinking approach to changing the disability system. We hope that it serves as a reminder of our promise to continue to employ people with disabilities and consistently deliver quality products and services.

Thank you for taking this journey with us and we are looking forward to the future. It's amazing what **The Power of People with Purpose** can achieve.

From humble beginnings with just ten employees in a small one-room workshop, we have grown to an amazing business enterprise with 600 employees. Today, our products and services cover diverse lines of business that continually evolve to meet the needs of our global customers. Human Technologies is an industry leader in quality and overall performance. Most importantly, we recognize our people above all. Creating employment for people with disabilities and empowering each one of them every day is our reason for being. We celebrate...



The Power of People with Purpose

"I LOVE EVERYBODY HERE!"

RICHARD LASHER



Richard Lasher takes four buses to get to work... and he's never missed one. He has been with Human Technologies for 12 years and primarily works on materials handling – from Chemical Helmet Covers to Brewery Ommegang beer. He never lets his disability slow him down. You can always see Richard volunteering in Rome, NY from playing Santa Claus for the Salvation Army or working security at Kennedy Arena to directing traffic when needed for the Volunteer in Policing (VIPS). Back at work, he likes to stay involved and is on the planning committee for the company's 60th anniversary and he's also working on getting cross trained to help with the switchboard. In true fashion, Richard shares "If there's something you need me to do, let me know!"

"WHEN I WORK... I PUT MY HEART INTO IT"

MARIA DIAZ



Maria hails from the Dominican Republic. She has been with Human Technologies since 2008 and is very appreciative of the job, especially of being able to work with people with varying disabilities and also having the ability to do many different jobs herself within the company. She has worked in sewing and packaging and is now working on screen printers and embroidery machines. "I like improving and learning a lot of different things." She feels comfortable at Human Technologies – she is able to pay bills and travel back to see family in the Dominican Republic, which is one of the things she looks forward to most.

"THIS IS "MY PLACE"

KRIS CIMINO



Kris Cimino is a veteran of Human Technologies - it was his first job ever, back in 1991 when he was 18 years old, and he's been here ever since. Kris is primarily in manufacturing positions, where he switches projects often to give him some diversity. "I start off slow until I get the hang of it, and then I become fast." He likes seeing people every day and working with others on projects. Kris lives with his parents in Utica and jokes that he thinks they're happy to see him get out of the house before he gets antsy. "This is my place. It's my thing. And they're happy I'm getting out and about." He shares that his coworkers may describe him as "polite" and "self motivated" and also shares that one of his favorite things is that they get to listen to music at work. Who does he like listening to the best? Beyonce, of course!

"I'M LIKE FAMILY HERE. I HAVE A SENSE OF MEANING."

MIKE PARISH



Mike Parish was in the Navy for two years. In 1981, he was in a motorcycle accident that changed his life. Spending 1-1/2 months in a coma and six months recovering in a Veteran's Hospital from very serious injuries, he fought to regain his health and proved everyone wrong who said he wouldn't walk or work again. Mike now works at the Naval Reserve Center in East Syracuse and is in charge of cleaning the entire building. His work consists of sweeping, mopping, trash removal and grounds work including snow removal. He believes it's a true honor to work for those serving our country and is proud to have a shared background with them. "I'm working for my brothers and sisters. I'm part of the family." Mike is engaged to be married next September 19th – the anniversary of the motorcycle accident that changed the course of his life.

HUMAN TECHNOLOGIES' STATEWIDE IMPACT

The power of people with purpose is having an impact statewide at Human Technologies. As our reach extends, so does our cultural and mission of providing opportunity for those with disabilities.

"NO ONE OWES YOU... YOU OWE YOURSELF"

MILDRED KIMBLE



SYRACUSE

Mildred is a mom of five and based in Syracuse. Before finding a home at Human Technologies, she worked a variety of jobs including fast food, cashier and housecleaning. Jobs dealing with the general public proved to be difficult for her with her disabilities and she recognized that a change needed to be made. She was introduced to Human Technologies through a short-term position at the State Fair in 2012 and shortly after was placed at the main Centro building in Syracuse at a full time position. She works the overnight shift cleaning offices, bathrooms, dusting and general housekeeping. She enjoys the hours where it's quiet and she can work at her own pace. Working full time in an environment that allows her to work independently has given her great stability and she is working towards a longtime goal to own her own home. "This job will help me reach that goal. I love this job!"

"I DIDN'T THINK I'D HAVE THE CHANCE TO BE INDEPENDENT... UNTIL NOW!"

RUSSELL WHITE



VESTAL

Russell is 25 years old and working at Human Technologies is literally changing his life. It has been the first opportunity for him to practice true independence and not be supervised 24/7. His main responsibilities include cleaning and maintenance of 29 restrooms and other cleaning duties including equipment, windows and hallways at Tracy Creek OPWDD Treatment Center in Vestal, NY. He is incredibly detail oriented and receives great reviews for his work. He recently bought his first road bike and is learning to use that as a mode of transportation, which has HUGE impact – he now has a choice in what he purchases and grows more independent each day. In the future, he would like to become a team leader and a personal goal is to get an independent apartment. His job at Human Technologies is helping him build the skills, confidence and financial know how to achieve that.

"I LIKE SHARING MY STORY"

DAVID PETRONELLA



UTICA

For the past 25 years, David Petronella has been "doing good work" at Human Technologies. The good work he is able to do is the single most sense of pride that he has with the job. He shares that his parents are happy he has a great place to work and that he can be independent during the day. Without the job, he doesn't believe that he'd have many good reasons to get out of the house and be productive. He appreciates that he can work at his own pace at Human Technologies and he is very happy whenever the opportunity arises to tell his story. He has gone to Human Technologies board meetings and is hoping to one day be able to travel and share his story with bigger audiences.

"I GOT THE OPPORTUNITY TO PROVE MYSELF"

MIKE WASHINGTON



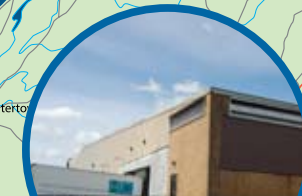
GLENVILLE

After suffering from a head injury and having a hard time finding a job that was a good fit, Mike Washington found a home at Human Technologies. For the past six years, Mike has worked at the Armed Forces Consolidated Reserve Center in Glenville, NY doing custodial, maintenance and grounds work. Always with a smile on his face, he is very happy to be working. "I was given the option to 'collect a check' and stay home, but I said NO WAY! I love to work. This job has given me huge advantages and a great opportunity to prove myself." He is extremely handy and even does carpentry and odd jobs outside of work. In Mike's case, having a job means having a purpose and it's a chance to continue working to achieve goals in life that he has set for himself.

SUNY Oswego
Oswego, NY



Human Technologies
Distribution Center
Utica, NY



Centro Transit Hub
Syracuse, NY



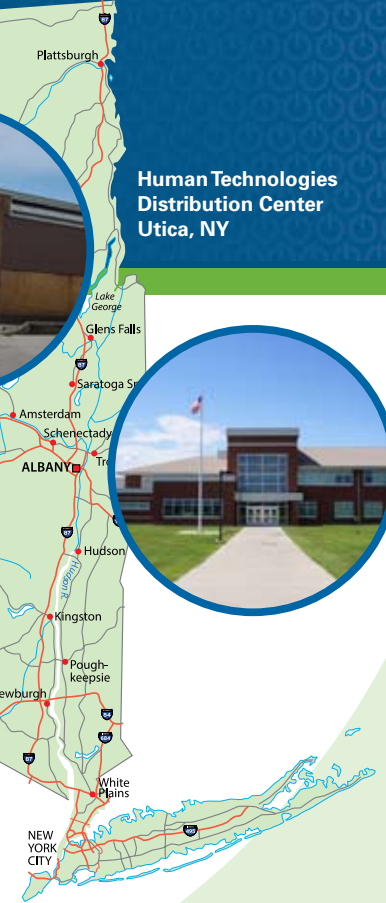
Armed Forces Consolidated
Reserve Center
Glenville, NY



Robert H. Jackson
U.S. Courthouse
Buffalo, NY



Tracy Creek
Vestal, NY



PURPOSE DRIVEN DOCUMENT MANAGEMENT

Document management provides a new line of business for Human Technologies, a vital service for our customers and a chance for cross training and new opportunity for our employees.

If you visit Human Technologies' Dwyer Avenue headquarters, you're sure to walk past a new room built right onto our main manufacturing floor. It is a secure space, equipped with authorized-access card locks and security cameras, that was specially set up to provide document imaging, records management and document retrieval solutions using DOMA's proven technological platform. Three scanning stations were installed.

The DOMA/Human Technologies document management system archives paper records that need to be accessed frequently and that customers don't have room to store. Scanned records with the highest level of encryption in the industry are sent to secure cloud servers in real time, allowing clients and their employees immediate access to records and files. Lawyers, county clerks offices, medical, school systems, architects and more can benefit greatly from this service. Customers can keep their records in the cloud, or they have the option to have them burned onto CDs or DVDs or transferred to their existing business systems. Human Technologies offers a complete service solution, including pickup and delivery of records, and storage or destruction of scanned documents.

Twelve Human Technologies employees have been trained so far for preparing documents and completing the actual scanning and electronic filing. This new business line provides great cross-training for employees – they acquire new computer skills and also are entrusted with a very detail-oriented and confidential job. The cross training also makes them more flexible as they can be moved from area to area throughout Human Technologies as the workload requires.

In 2013, we prepped and scanned over one million pages for Human Technologies' Mental Health Clinics in Utica and Rome. This served two purposes: giving our medical professionals secure access to the clinic's documents, anytime, anywhere, via standard web browsers, and providing the hands-on training for our document preppers, scanners, quality control specialists, material handlers, and IT support staff. We now have a fully functional ISO-9001:2008 compliant system and a proven process that includes secure chain of document custody from customer site through document return or destruction.

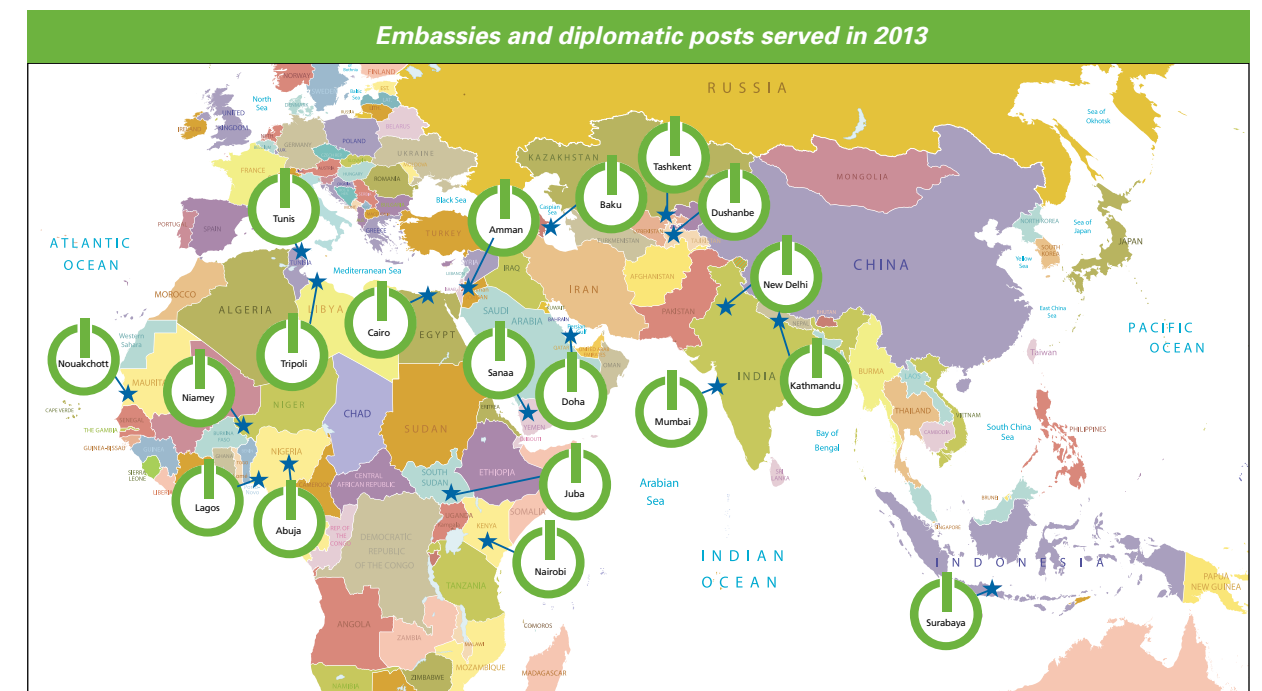


DEPARTMENT OF STATE BUREAU OF DIPLOMATIC SECURITY

We know logistics and pride ourselves in tackling the details of complex projects. See how Human Technologies' impact once again is worldwide with a new pilot program.

Human Technologies was awarded the opportunity to pursue an AbilityOne service contract with the United States Department of State Bureau of Diplomatic Security (DS) to provide uniforms and protective equipment to posts and embassies around the world.

In May 2013, we began receiving orders for equipment meant to reinforce security in high-risk areas. Our team provided procurement, vendor management, inspection, screen printing, embroidery, kitting, and transportation logistics services. Human Technologies processed and shipped five large orders containing 38,000 items, ranging from ballistic helmets and protective vests with armor plates to uniforms and personal protective equipment to 19 overseas diplomatic posts.



The work is exacting, requiring attention to detail and specific quality plans for each order. Our procurement professionals are responsible for ensuring every item sourced and ordered is per the Department of States' specifications, and every item received must be inspected and verified for compliance to these specifications. Every order must be assembled and kitted in predetermined configurations to ensure the embassy gets exactly what they need, and exactly how they need it, with each box and pallet labeled correctly with information for both the domestic warehouse destination and the overseas embassy or post.

Diplomatic Security has been extremely pleased with our responsiveness, professionalism, and the quality of our services and products. They are looking to expand the depth and breadth of services we provide in 2014. It is anticipated that these commercial pilot orders will lead to an AbilityOne service contract in early 2015.

Left: the team worked on the first of several Department of State security equipment supply chain service contracts, posing in our Distribution Center

THE ROBERT H. JACKSON UNITED STATES COURTHOUSE BUFFALO, NY



Human Technologies has increased its reach into the Buffalo market. When a unique opportunity arose that melded perfectly into our facilities management expertise, we were ready.

The Robert H. Jackson United States Courthouse in Buffalo, NY had another non-profit handling their facilities management that could no longer continue to do so. Through a search by Source America (formerly NISH), Human Technologies was one organization recognized to have the capabilities and expertise to seamlessly fulfill the job. Once the contract was awarded, we got right to work bringing our best practices and empowering culture to a new area of the state.

Employees that had already been working at the building through the former non-profit, some for more than 30 years, were retained. Employees worried that they might have lost a job they love were able to keep full time employment without disruption. Some employees had disabilities, which also fit in perfectly with the mission of Human Technologies and our business model. Human Technologies was already Green Certified through Spartan Chemical, licensed in New York State and also had a solid track record of taking care of similar facilities. Human Technologies also has experience in having employees in different parts of the state adopt the company culture and feel part of the great team. The Buffalo employees join other employees in Binghamton, Schenectady, Syracuse and Utica as part of a growing team.

Human Technologies provides custodial services for 196,000 square feet of the building, groundskeeping, pest control and snow removal in the winter. Employees oversee the maintenance of the courtrooms themselves, judges' chambers, office space, restrooms, public space and more.

The courthouse is a new building, having just opened in November, 2011. It has 10 stories and is located on a 1-3/4 acre site in Niagara Square in the downtown civic center of the city. The building includes five District and four Magistrate courtrooms. There are also ten judges' chambers, a Court of Appeals chamber and a satellite library, along with necessary supporting space for the U.S. Marshals Service, U.S. Attorney, Probation and Pretrial Services, the Federal Public Defender and the U.S. General Services Administration.

A unique feature of the building is that it received LEED-NC Gold certification through the U.S. Green Building Council, which means that Human Technologies and its employees need to follow high standards on equipment and chemicals that are used in cleaning. Employees also have to go through intense GSA security clearance to have the jobs.



Left: the Buffalo team **Above:** the exterior of the courthouse

NASSAU POLICE DEPARTMENT



Our uniform fulfillment expertise is put into action once again

In 2013, the Nassau County Police Department upgraded to completely new uniforms and Human Technologies put our expertise into action. The 13th largest police department in the county, Nassau's 2,400 officers were outfitted with shirts, pants, belts and other items including value added services such as embroidery, hemming and patchwork. Human Technologies employees kit individual orders for each office by size and requirement. We received excellent feedback on the services and another order for new police recruits was handled with our proven fulfillment expertise.

Photo from police.nassaucountyny.gov

U.S. AIR FORCE SECURITY FORCES CENTER



Total uniform management services expand to the Department of Defense

We now provide uniforms and accessories to the nearly 4,000 USAF police and guards who protect our 69 Air Force bases across the U.S. Human Technologies' was awarded the contract based on our expertise in developing and managing cost-effective supply chain programs, which include secure online web stores, call centers, and financial and logistics management services. 2013 was the first year we shipped uniforms to the Air Force's Civilian Police and Guard employees. Over 600 orders and 7,200 items were processed. These orders were shipped in less than three days after receipt, with 99.81% product quality and 99.94% fulfillment accuracy.



NEW YORK CITY POLICE DEPARTMENT



Serving the Big Apple's finest

Human Technologies added the New York City Police Department – the largest and oldest police department in the country – as a new customer through the New York State Industries for the Disabled (NYSID) Preferred Source program. We now provide their official three-season jacket, performing the inspection, final assembly, packaging, and special palletizing operations.

This project was several years in the making, requiring us to work with a leading outerwear manufacturer to ensure new specifications were met and supply chain logistics hurdles could be overcome. When NYCPD called, Human Technologies was ready. The first order for 3,400 jackets was assembled and packaged by fourteen Human Technologies employees in only three days, allowing us to deliver on time and with zero defects.

CHEMICAL HELMET COVERS



Protecting our soldiers with chemical helmet covers

Human Technologies began production on the AbilityOne contract for Chemical Helmet Cover for the Defense Logistics Agency - Troop Support in Philadelphia. Five new employees were hired, and the team quickly ramped production to 40,000 units per month while producing a total of 280,000 chemical helmet covers in 2013. These helmet covers are critical items for the military, part of a protective system issued to troops for protection from biological and chemical warfare. Human Technologies' employees always keep the customer in mind – in this case our service men and women – and take great pride in knowing that the work they're doing here protects our soldiers in the field half a world away. Our sewing, packaging, and materials management expertise has resulted in a perfect quality record and 100% on-time deliveries.

MEET OUR PEOPLE WITH PURPOSE

DYLAN WHEELER

Human Technologies is Dylan's first job ever and he is diving right in to make it his own. He works in our Distribution Center, where he started pulling orders for fulfillment clients. He's now quickly adding to his skills by assisting with inspection, scanning boxes, printing labels and is also being trained on the computer for a variety of shipping logistics. He likes to be active and really enjoys the computer work.... and is NOT nervous to try something new.

Dylan's mom sees the positive changes that having the job has had on him. "He feels like he is contributing

to something positive and I love that he WANTS to go to work. It's something he looks forward to. His days are full and organized and he appreciates the energy of his coworkers and his environment." Human Technologies has allowed him to be productive and the skills he is acquiring makes him a well rounded and versatile employee.

Dylan lives on Delta Lake in Rome and in his spare time is a soccer referee. He played when he was younger and grew to know the rules inside and out, so now gives back through something he enjoys very much.



GEORGE DAVIS

Originally from Newark, New Jersey, George found a fresh start in Syracuse, NY. He has been employed with Human Technologies for the past four years and has dedicated his life to living with purpose.

George works at the main Centro bus hub in Syracuse – a relatively new endeavor for Human Technologies that spins off our growing expertise in janitorial services and facilities management. George's daily responsibilities include upkeep and cleaning of the hub: bathrooms, carpets, floors, two floors of windows, outside sweeping and garbage removal. "I'm always here - I'm on the front line! People see me on a regular basis and they trust me – being nice is part of the job."

The job has given him great stability and a chance to really get ahead. Since getting to Syracuse, he has secured an apartment, a vehicle and has worked diligently on

his debt. In 2013, George challenged himself to pay off 100% of his debt. Through the steady work that Human Technologies provides and an internal drive, he proudly achieved that.

George works independently but has great support from his supervisors, who he gives a great deal of credit to. "They always have a personal touch when you call them." He also greatly appreciates the overall culture of Human Technologies — each person tries their hardest despite their disabilities. "You have to do your part. You're part of a team."

On the off hours, George is a self proclaimed "gym rat" and also has an incredible singing voice. His Nat King Cole rendition at the 2013 Christmas party left everyone in a little more admiration of their soulful co-worker.

MEET OUR PEOPLE WITH PURPOSE

DAVID ZWIERECKI

If you happen upon the screen printing department at Human Technologies, you're bound to see David Zwierecki moving from screen to screen, to the dryer and back completing customer orders. "It's a physical job. I'm always moving and it's never boring," shares David, who is enjoying full time employment for the first time ever at Human Technologies. David takes the bus diligently to and from Herkimer every day, which is about a twenty minute ride. With a fiancée and a baby on the way, David has a lot of motivation to show up and put his all into the job. It's helped him become more responsible and he is happy to have steady work that helps him pay the household bills.

The apparel he works on is more than just a job to him as well - a lot of shirts that come through are for local causes and charities and that makes it more personal to him. He shares how proud he is to have worked on shirts for Sitrin and the Ride for Missing Children. Being from the Valley, shirts that were made to remember the recent shooting in Herkimer were especially heart felt for him.

Not only does the job help David fulfill his purpose to help his growing family, but it also fulfills a greater good in him by helping the community as a whole.



ANNA MARIE LOMBARDO

Originally from Rome, Italy, Anna Marie moved to the U.S. when she was 15. She has been in manufacturing for 36 years with 12 of them being at Human Technologies. She can be found overseeing jobs, keeping deadlines, prioritizing and supervising in the embroidery area. She flourishes working in an environment with individuals with disabilities. It gives her a unique challenge in the workplace that she enjoys. "I don't give up. I take my time." She doesn't expect anything different from them than she does for herself - do your best and be responsible for your own actions. She prides herself in her patience. "My goal is to make a difference in someone's life... and I get to do that here every day. I'm here to stay!"

Anna Marie is very proud of one employee in particular that worked in the embroidery department with her. The employee was perhaps one of the quietest people at the company and wouldn't open up to anyone. Anna Marie

saw her transform over the years and her communication increased tremendously. "She did it because she wanted to... and I'm very proud of her."

Anna Marie also likes a challenge herself. A recent embroidery project for the Air Force proved to be a very complicated one. The embroidery looks like a badge and has very particular specifications which includes 23,223 stitches and six colors plus black. Once the sample was made and it was successful, Anna Marie could then also take pride in her own technical ability and project management expertise.

Between screen printing and embroidery, Human Technologies decorated 62,678 items in 2013 for a variety of companies and industries including The F.X. Matt Brewery, United States Forest Service, the New York State Police, the NYS Thruway, Roman Runners Club and many more.

SELF ADVOCACY – HUMAN TECHNOLOGIES IS SO MUCH MORE THAN JUST A JOB

SOURCEAMERICA GRASSROOTS ADVOCACY CONFERENCE – WASHINGTON, D.C.

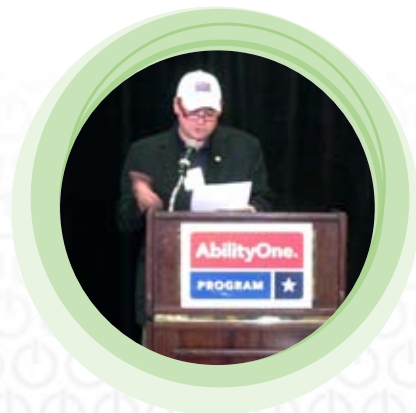


Self advocacy continues to be a strong priority for Human Technologies at this year's conference

Michael Carchedi and Mike Peterson represented Human Technologies at 2013's SourceAmerica Grassroots Advocacy Conference in Washington, D.C. This annual conference serves as a platform for people with significant disabilities or who are blind. It gives them a chance to speak with Congressional leaders, using their own voice to talk about the positive impact obtaining employment through the AbilityOne Program has had on their lives.

Community Rehabilitation Program (CRP) agencies like Human Technologies have a chance to talk with representatives from their local districts and urge them to support legislation related to creating employment opportunities for individuals with disabilities through procurement initiatives like the AbilityOne program.

Michael was excited to go because it was his first trip ever to Washington, D.C. Mike Peterson was very honored to be asked to be a representative and shares that he has told everyone at work about what a great time he had on the trip and that "they want to go now"! The atmosphere of self advocacy and empowerment that Human Technologies creates is infectious. Opportunities like the Grassroots Conference lasts so much more than the four days in Washington, D.C. – the trickle down effect it has once the annual representatives return keeps the excitement going all year.



INSPIRATIONAL STORYTELLERS

The Inspirational Storytellers group was founded at Human Technologies in 2011.

It is a grassroots advocacy effort to empower employees to tell their personal story, encourage others to do the same and to produce a bold voice overall for people with disabilities in their communities, workplace and government.



Two years after it was founded, the group is going strong. Currently, there are 18 employees that take part, meeting once a month during the work day. There's an annual recruitment effort for the group to gain more members and a process they follow to start writing individual stories. The first several meetings are dedicated to teaching them how to write their stories. They then write them, present them to the group if they wish and gain opportunity to share it with larger audiences, as they're comfortable doing so.

A large number of the current members have been with the group since its inception and have grown into new roles as mentors and taken part in public and internal presentations.

In 2013, Sandy Shade and Mike Peterson – two long time members – took part in creating Human Technologies' corporate vision along with other company partners and board members. Sandy Shade was also the keynote speaker at the company-wide holiday party. The group and the confidence that it has given her has transformed her from a quiet

onlooker to a bold advocate for herself and others who are not afraid to speak up and speak out for those with disabilities.

Anne Campbell, another member, crafted her personal story about how she registered to vote once she moved to New York state. She has presented to a small group and now is continuing to present in hopes of increasing voter registration among those with disabilities.

Members also go out into the community speaking at various Rotary Club meetings and they also participate in new employee orientation for new recruits to Human Technologies.

The group is always a productive work in progress. Efforts are being made to integrate employees from other regions of New York and also to identify other forums in the community that the group can share their message with. Audiences are always fully engaged when our Storytellers speak. It is a benefit not only to our employees, but also to the community at large.

2013 FINANCIAL REPORT

2013 Financial Results For Year Ending December 31, 2013

FROM OUR BOARD PRESIDENT

REVENUES	2011	2012	2013
Manufacturing	\$ 3,471,384	\$ 2,254,777	\$ 5,251,204
Property Management Group	\$ 6,972,037	\$ 7,763,083	\$ 8,546,499
Behavioral Health Services	\$ 2,136,391	\$ 1,986,445	\$ 2,067,545
Warehousing and Distribution	\$ 4,868,203	\$ 7,320,426	\$ 15,163,328
OPWDD & OMH	\$ 897,086	\$ 787,610	\$ 757,029
Other Income	-\$ 474	\$ 54,038	\$ 94,378
TOTAL	\$ 18,344,627	\$ 20,166,379	\$ 31,879,983

EXPENSES	2011	2012	2013
Wages & Benefits	\$ 8,153,106	\$ 8,641,570	\$ 9,678,714
Material & Freight	\$ 5,246,977	\$ 6,170,604	\$ 15,784,597
Occupancy Costs	\$ 517,981	\$ 510,312	\$ 565,431
Depreciation	\$ 344,993	\$ 367,875	\$ 377,975
Other Operational Costs	\$ 1,116,354	\$ 1,170,479	\$ 1,582,596
Outside Services	\$ 1,594,939	\$ 1,367,137	\$ 1,610,403
All Other Overhead	\$ 1,122,313	\$ 1,222,674	\$ 1,267,014
TOTAL	\$ 18,096,663	\$ 19,450,651	\$ 30,866,730

BUSINESS OPERATIONS SALES	2011	2012	2013
Federal	48%	39%	56%
New York State	40%	47%	36%
Commercial	12%	14%	8%
TOTAL	100%	100%	100%



Over the past year, Human Technologies has continued to build on a remarkable record of service and innovation, fulfilling its mission of creating employment for people with disabilities.

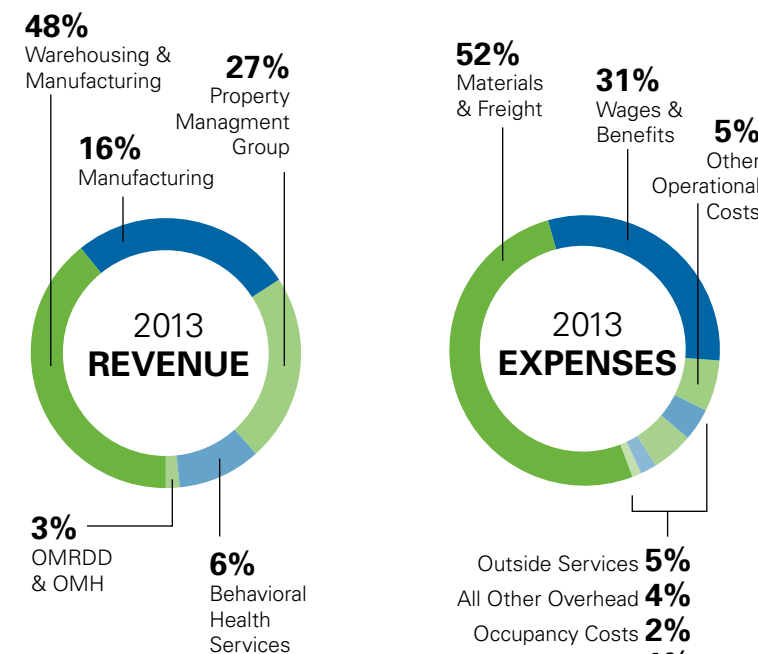
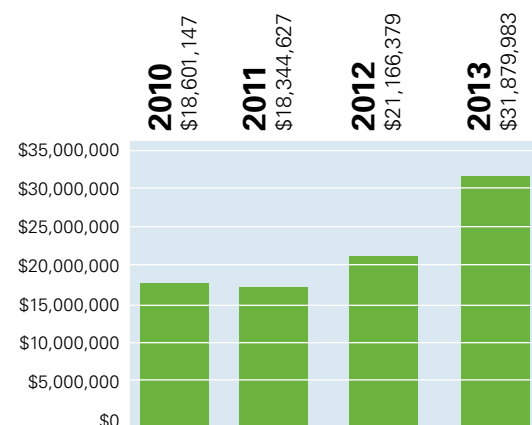
It has been my privilege to serve as the Board of Directors Chair during this period. The Board is deeply appreciative for the vision, expertise, and energy of the organization's leadership team, along with the dedication, loyalty, and hard work of its employees. Their combined efforts have resulted in Human Technologies being recognized as a leader among social enterprises world-wide.

I am grateful to the Board for their outstanding level of commitment to, and involvement in, a governance process that has positioned Human Technologies to take advantage of opportunities as they arise. They are a fine group of community volunteer leaders, whose work has helped insure the long-term stability and success of the organization well into the future.

Human Technologies has established a stellar record of service and success offering high quality customer services, while providing meaningful employment opportunities for people with disabilities. We look forward to extending this record far into the future.

John Bullis, Board Chair

ANNUAL REVENUE 2010-2013



2013 BOARD OF DIRECTORS

Board Chair (until October, 2013)

Vice Chair, Acting Chairman (Oct - Dec)

Secretary

Treasurer

President/CEO

Immediate Past Chair

Board

Gerard Capraro
William Kline
Scott McCartney
Denise Snyder
James Stewart

Corporate Officers

Chief Financial Officer – Barbara DeAngelis
Chief Operating Officer – Gregory Frank
Vice President of Human Resources – Linda Forth, PHR

William Randall

John Bullis

Roxanne Mutchler

James Brockway

Richard E. Sebastian, Jr.

Andrea LaGatta

HUMAN TECHNOLOGIES

The Power of People with Purpose

2260 Dwyer Avenue
Utica, NY 13501
(315) 724-9891
(315) 724-9896 fax
www.htcorp.net
info@htcorp.net